

Spring 1997

## Class Action, Spring 1997

Golden Gate University School of Law

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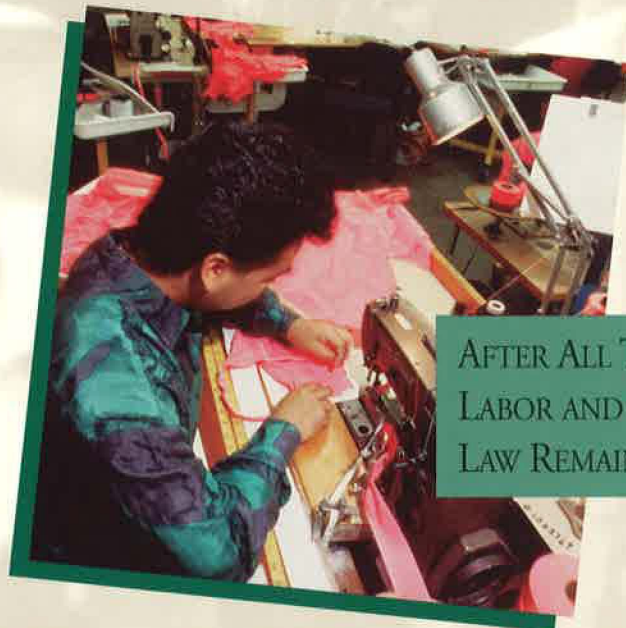
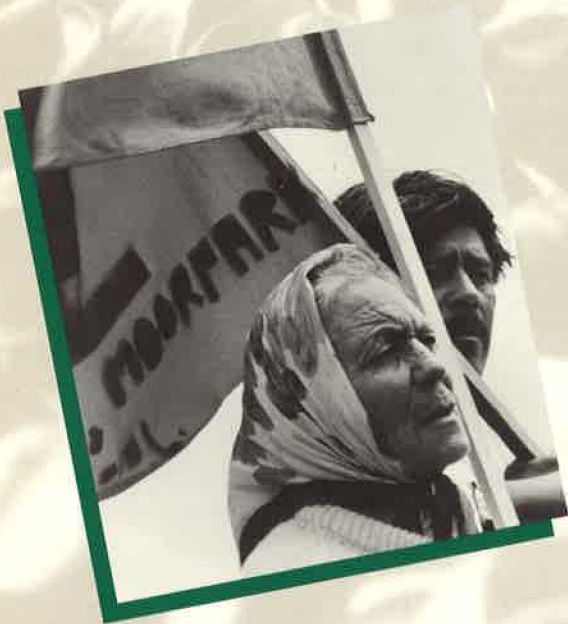
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### Recommended Citation

Golden Gate University School of Law, "Class Action, Spring 1997" (1997). *Class Action*. 13.  
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# *Class ACTION*



AFTER ALL THESE YEARS...  
LABOR AND EMPLOYMENT  
LAW REMAINS AN ISSUE

# SUPREME COURT JUSTICE BREYER SPEAKS AT GOLDEN GATE

## *Fall 1996 Lecture Series*



On October 14, 1996, the faculty, staff, and students of Golden Gate Law School were honored by the presence of Supreme Court Justice Stephen G. Breyer. Speaking in an informal and humorous manner to a large audience in the auditorium, Justice Breyer spoke about the day-to-day work of the Court, including how cases are selected, the decision process, and how opinions are assigned. Justice Breyer was appointed by President Clinton in 1994.

Justice Breyer's visit to the Law School was sponsored by the Helzel Family Foundation Speaker Series. The Foundation also sponsors the Race Relations in America Series.



*GOLDEN GATE UNIVERSITY PRESIDENT THOMAS STAUFFER, JUSTICE BREYER, GOLDEN GATE LAW SCHOOL DEAN ANTHONY PAGANO*



*JUSTICE BREYER, ASSOCIATE PROFESSOR MARIA ONTIVEROS, ADJUNCT PROFESSOR ARMIN ROSENCRAZ*

## *Class Action*

*Class Action* is the magazine of Golden Gate University School of Law. It is published for graduates and friends of the Law School.

Send comments or questions to:

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Permission to use the historical labor photographs granted by the San Francisco History Center, San Francisco Public Library; and Labor Archives and Research Center, San Francisco State University.



# Dean's Message



DEAN ANTHONY J. PAGANO

*Change is in the air at the law school this year. Some familiar faces at Golden Gate have left, our programs and course offerings are expanding, and after a five year hiatus, in August we will return to the main building at 536 Mission Street.*

*We have three new Deans: Distinguished Professor of International and Comparative Law Sompong Sucharitkul has been named Dean of the International Legal Studies Program; Associate Dean for Student Services Catherine Glaze replaces Margaret Hughes who joined a San Francisco law firm in November, and Assistant Dean for Admissions Cherie Scricca has joined the staff, replacing Matthew Pachkowski who has served in the Admissions Office since 1988. Matt completed his J.D. in December 1996 and has just taken the California Bar examination.*

*Recent graduates will recall the steady hand Jim Kowalski has brought to our publications and events, including graduation, for the past four years. He is leaving Golden Gate to work at a law firm. Our new Alumni Relations Coordinator, Debra Holcomb will oversee graduation this year, as well as arranging alumni events. I hope you will be in touch with her through the Career Services Office.*

*The International Legal Studies Program inaugurates a third summer program in Istanbul, Turkey in June. In September, I visited our host school, the University of Marmara in Istanbul and look forward to an excellent association with this important and beautiful country which joins Europe and Asia. The LL.M. International program continues to flourish; more than 75 new students enrolled in the program during the 1996-97 school year, and ten or more elective courses per semester attract both J.D. and graduate students. An additional full-time faculty member is expected to join the program in the fall. Our curriculum has been expanding in the areas of environmental law, intellectual property, and alternative dispute resolution and we are contemplating offering degrees or certificate programs in these areas.*

*Perhaps the biggest change will occur in our quarters. In summer 1997, the law school administration, which has been temporarily housed at 49 Stevenson Street, will return to 536 Mission Street. It will be good for students and faculty to be together again in one place.*

*In the midst of change, it is important to stay on course and reflect upon the reason the law school is important to all of us. This issue of Class Action features the employment and labor law curriculum, faculty, and clinics. As you read the articles, I hope you will recognize, as I did, that the law school's continued dedication to service in the public trust is exemplified in the work of our employment faculty, clinical attorneys, students, and graduates.*

Sincerely,

Anthony J. Pagano, Dean

# Golden Gate *BRIEFS*

## PROFILES IN JUDICIAL COURAGE



Golden Gate Law School honored Chief Judge of the U.S. District Court, Northern District of California, and former Law School faculty member, the **Honorable Thelton**

**E. Henderson**, for demonstrating judicial courage in his decisions, particularly in *Madrid v. Gomez*, which concerns the treatment of Pelican Bay State Prison inmates. The luncheon ceremony included the showing of a video produced by the Alliance for Justice that profiled judicial decisions made in the face of strong opposition. Decisions of the Hon. Rosemary Barkett, U.S. Circuit Court Judge, Eleventh Circuit; Hon. William L. Dwyer, U.S. District Court Judge, Western District of Washington; Hon. William Justice, U.S. District Court Judge, Eastern District of Texas; and Judge Henderson were recognized. The video was followed by remarks about careers in public service by Irma Herrera, Executive Director of Equal Rights Advocates, and a presentation to Judge Henderson by Professor Mort Cohen.

## GOLDEN GATE LAW SCHOOL HONORED BY THE S.F. BAR ASSOCIATION

On Wednesday, December 18, 1996, the Volunteer Legal Services Program of the San Francisco Bar Association honored Golden Gate University School of Law as the Outstanding Law School in Public Service for the "dedicated and generous assistance which Professor **Susan Rutberg's** class has provided to poor and low-income clients through the Homeless Advocacy Project."

## NEW DEANS APPOINTED



**Catherine Glaze** has been appointed to the position of Associate Dean for Student Services. Associate Dean Glaze is known and respected at the Law School as a teacher of Appellate

Advocacy and Writing and Research and for her supervision of judicial externships. She is a graduate of Stanford University and Stanford Law School and was a commercial litigator for ten years before joining the Law School's full time faculty in 1995. Dean Glaze has assumed the position previously held by Margaret Hughes.

Another title and honor has been added to the long list of distinguished titles held by Professor **Sompong Sucharitkul** (see Appointment to U.N. Commission). The Distinguished Professor has been named Associate Dean of International and Comparative Law at the Law School. He also directs the Golden Gate Center for Advanced Legal Studies and the LL.M. International Program. Among his degrees are two doctorates from Oxford, a Docteur en Droit from the University of Paris, and an LL.M. from Harvard.

## ASSOCIATE DEAN APPOINTED TO U.N. COMMISSION



Former United Nations Secretary General Boutros Boutros-Ghali appointed Associate Dean and Distinguished Professor of International and

Comparative Law **Sompong Sucharitkul** a Commissioner of the United Nations Compensation Commission. The Commission resolves claims against Iraq for losses resulting from Iraq's invasion and occupation of Kuwait and the ensuing Gulf War. Associate Dean Sucharitkul will travel periodically to Geneva to hear testimony and make recommendations to the U.N. Governing Council regarding compensation.

Written in 1991, U.N. Security Council Resolution 687 states that Iraq was liable... "for any direct loss, damage, including damage and depletion of natural resources." The Commission has received over 2.6 million claims in six categories ranging from personal injury and death to corporate and government claims. Funding for the compensation comes from the sale of Iraqi oil under the control of the U.N. Security Council.

Associate Dean Sucharitkul has also been appointed to the 1996-97 Foreign Law Initiative Law School Advisory Committee of the American Bar Association.

CONTINUED ON PAGE 11



## Employment JUSTICE Guaranteed by Students

*"I was impressed with both your professionalism and your humanity. I feel your attention to detail, preparation time, thoroughness, and assertiveness in the hearing itself were factors influencing the decision of the judge."*

WERC Client

*The bold headline reads "Immigrant workers destroy the pay scale and safe working conditions of Californians." Is this a quotation from today's newspaper or from a labor organizing pamphlet dated 1857? It could be either. The same heated issues, the effect of immigration on the labor market, the length of the working day, health and safety concerns, and wages flare up again and again in the history of California labor.*

*For almost one hundred and fifty years, organized California workers fighting for a living wage and safe working conditions have marched, struck, and shed blood in the streets and fields. They have fought against workers from other states and other countries, complaining that these newcomers, whether printers from New York, draymen from Australia, or computer engineers from India, work for less than the established rate and undercut hard won gains. Special vengeance has been wreaked on the Chinese worker both in the streets and in the legislature. Employers, in their continuing attempts to control costs and increase profits have resisted union organization and collective bargaining. Labor has won victories in times of full employment and lost its advances in times of recession and job scarcity.*

Today, many worker gains have been woven into the fabric of daily working life. It is widely recognized that all employees have protected rights in the workplace even though they do not belong to a traditional labor union or work under a collective bargaining agreement. Younger workers, taking advantage of their predecessors' hard won eight-hour day and two-day weekend, have shunned labor organizations, making present union membership about 12% of workers.

As the laws governing the employment relationship have evolved over the last fifty years, so too have the law school classes which address the workplace. The traditional class, Labor Law, still taught at Golden Gate Law School and at most law schools covers the National Labor Relations Act. This law applies to those workplaces where the employees are represented by a union and whose rights are defined by a collective bargaining



agreement. With the reduction in the number of employees in this situation, Golden Gate has responded by offering additional classes and clinics in labor and employment law. The Employment Law class covers wrongful discharge law, wage and hour issues, privacy cases, and other issues that arise in a nonunion context. Employment Discrimination covers Title VII and other laws which prohibit discrimination based upon a protected characteristic such as race, age, gender, or disability. These core classes are supplemented by classes in worker's compensation, sports law, and clinics.

One of the most dynamic clinics on campus, the Women's Employment Rights Clinic (WERC) acting as co-counsel with other public interest legal groups, has achieved some outstanding victories. In January 1996, San Francisco Superior Court Judge William Cahill issued an order overturning the California Labor Commission's policy of calculating employees' back wages from the date of the administrative hearing rather than from the date that the claim is first filed. Often the effect of the Labor Commission's policy was to deny workers months of back pay resulting from hearing continuances and delays. The Labor Commission has



appealed the ruling. However, Judge Cahill has ordered that the ruling is in effect pending the decision on appeal.

More recently, Federal District Court Judge Marilyn Hall Patel approved a consent decree in *Adams v. Pinole Point Steel*, the class action Title VII discrimination suit in which WERC was co-counsel. The consent decree, which settles gender and racial hiring discrimination claims, provides over \$1.9 million to the named plaintiffs and class members, as well as contributions to community and public interest organizations. The decree also provides for an independent monitor to oversee hiring and referee future complaints of discrimination in hiring.

Through the efforts of the WERC, a Chinese-American woman won reinstatement, plus back pay, and attorneys' fees, to her job as a postal worker after being fired for speaking Mandarin on the job. Upon hearing her complaint filed with the U.S. Postal Service alleging discrimination in violation of Title VII of the Civil Rights Act of 1964, the Postal Service upheld her dismissal. On administrative appeal, the Equal Employment Opportunity Commission found that the supervisor's order prohibiting her from speaking Mandarin under any circumstances on Postal

Service property violated the EEOC's Guidelines on National Origin Discrimination.

The clinic, founded in 1993 through a generous grant from the May and Stanley Smith Charitable Trust and supervised by Professors Marci Seville and Maria Blanco, provides second and third-year students with hands-on experience representing low-income clients in real cases involving various types of employment disputes. WERC students represent clients in areas including unpaid wages, unemployment insurance appeals, family and medical leave, and many types of discrimination claims. They are often able to advise their clients how to informally resolve their employment problems without having to resort to formal complaints.

Students are doing equally impressive work in labor and employment cases in the Public Interest/Government Clinic. For the past three semesters students have been working in the Judges Division of the National Labor Relations Board.

These clinics and others offered by the Law School are very successful. Students report great satisfaction in being able to put their knowledge and skills to practical use. Professors report that clients are extremely satisfied with the students' interest, enthusiasm, and professionalism.

*"Law school had  
taught me the law,  
but the Women's  
Employment Rights  
Clinic helped me  
with client/attorney  
communication  
skills, research  
skills, and office  
management  
skills."*

WERC student attorney

## SPECIALIZATION CERTIFICATION

Specialization Certificates recognized by the California Bar Association are awarded in environmental law, international law, labor and employment law, litigation, public interest law, and real estate law. A student who achieves a cumulative grade point average of 3.0 or better in the certificate courses will be awarded a certificate with distinction.

Golden Gate Law School students who wish to concentrate their studies in the field of **labor and employment law** may earn a certificate in the area with the fulfillment of the following requirements:

- Completion, with a grade of C or above, of two of the three basic classes.
- Completion, with a grade of C or above or credit, of at least four units from the advanced class list.
- Completion of a substantial academic research paper in the field of labor and employment law.
- Completion of two units of labor and employment law practice, either through the in-house Women's Employment

Rights Clinic, or through a labor and/or employment law placement in the Government Counsel/ Public Interest Clinic.

### THE BASIC CLASSES:

**Labor Law** is the law of union and management relations, including laws governing union organizing, contract negotiation, dispute resolution, strikes, grievance arbitration, and the duties owed by unions to their members.

**Employment Law** concentrates on individual employment relationships and how the law of contracts and torts regulates the relationship between employers and non-union employees. It includes contract formation, contract enforcement, dispute resolution, arbitration, mediation, wrongful termination, and special problems in entertainment and sports law.

**Employment Discrimination** focuses on the law governing discrimination and harassment in the workplace. It encompasses federal and state civil rights laws that regulate discrimination in the workplace, including

discrimination in hiring, working conditions, compensation, harassment and termination based on race, sex, national origin, religion, sexual orientation, age and disability, and voluntary and court-imposed affirmative action remedies.

### ADVANCED CLASSES:

These elective classes cover aspects of labor and employment law.

Administrative Law  
Disability Rights Law  
Entertainment Law  
ERISA  
Federal Court Litigation  
Race and Civil Rights  
Sexual Orientation and the Law  
Sports Law  
Labor Law Seminar (Toward a Critical Theory of Labor Law)  
Women and the Law  
Workers' Compensation Law

Professor Maria Ontiveros is the Certificate Advisor.



# The INVOLVED Faculty

*"The organized labor movement must emphasize its past achievement in raising the standard of living for American workers and project its interest in the future welfare of all Americans."*

*The Law School labor and employment law faculty crosses gender, age, ethnic, and racial lines. They are involved in traditional labor law and the rights of the unrepresented worker. Possessing outstanding professional reputations, they write scholarly articles, speak to widely diverse forums, consult on both national and international labor issues, and bring vigor and enthusiasm to their classes.*



Professor Emeritus Allan Brotsky has been in the forefront of labor law activity for over fifty years. With his involvement over this span of time he has had the personal experience and the perspective to reflect on the labor movement and what it has meant to American society.

As a student at UCLA in the 1930s, Professor Brotsky was motivated by enthusiastic professors excited about the possibilities of President Franklin D. Roosevelt's New Deal legislation. After graduating from Columbia Law School, he practiced for over thirty-two years with the San Francisco firm of Garry, Dreyfus, McTiernan and Brotsky where he represented unions and labor.

Contemplating the small number of Americans who are currently union members and the unfavorable opinion of unions held by most Americans, he thinks that three things contributed to this situation. In the 1950s, the McClelland Commission Hearings exposed union racketeering. The number of unions involved in corruption was small, but this tarnished image has never been overcome. Secondly, labor has failed to convince Americans that the well-being of the American worker is equal to the well-being of American society. And finally, the media and its presentation of labor is controlled by management.

Professor Brotsky thinks that the labor movement with its new leaders has renewed vigor, but in order to be a successful force, it must overcome its image as representing a special interest group. "The organized labor movement must emphasize its past achievement in raising the standard of living for American workers and project its interest in the future welfare of all Americans."

As an arbitrator, he is a member of the San

Francisco Judicial Arbitration Program and the American Arbitration Association and he has served as a Judge Pro Tempore for the San Francisco Superior and Municipal Courts. He is a member of the American Board of Trial Advocates.



To illustrate the explosive growth in the area of employment law, Associate Professor Markita Cooper brings two editions of the same employment law text to class. The 1985 volume is slightly over one inch thick; the 1994

edition is over twice as thick. "There has been phenomenal growth in the area of employment law," says Professor Cooper. "I am teaching a course that did not even exist when I was a law student." Unlike labor law, which covers collective bargaining and the rights of unionized workers, employment law focuses on the employment relationship of the non-union worker. The Employment Law course includes topics such as wrongful discharge, some aspects of employment discrimination, abusive work environments, and defamation and privacy in the workplace. Professor Cooper foresees the subjects of employee privacy, job references, and the impact of technology on workplace rights as growth areas in employment law.

Aware that many students arrive in the class with preconceived ideas about the roles of employees and management, Professor Cooper stimulates new awareness through small group work in which students, using case studies, problems, and case and statutory law, develop strategies and play various roles in workplace disputes. Toward the semester's end, practicing attorneys visit the class to lead the students in discussing a case study from the perspectives of lawyers representing management and a fired employee.

In addition to her teaching and research, Professor Cooper is a Kellogg National Fellow. In 1994 the W.K. Kellogg Foundation selected Professor Cooper for Group XIV of the Kellogg National Fellowship Program, a three-year, interdisciplinary leadership development program. The Fellowship Program seeks to foster broad, effective leadership skills, and to enhance Fellows' skills and insights in areas outside their chosen disciplines.





Associate Professor **Maria Ontiveros** teaches Labor Law, Employment Discrimination Law, Evidence, and an International Labor Law Seminar. She is on the national board of the ACLU and is a member of the National

Advisory Committee for the North American Agreement on Labor Cooperation, the NAFTA labor side agreement. She has published five articles that deal primarily with workplace issues affecting women of color. She is often asked to speak on cultural and gender issues in the context of labor organizing and workplace discrimination.

In October 1996, at Columbia University, Professor Ontiveros was a panelist in the AFL-CIO sponsored "Fight for America's Future," billed as a teach-in with the labor movement. Labor activists, including John L. Sweeney, President of the AFL-CIO, and college and university professors held ten such meetings around the country. The stated purpose of these teach-ins was to mend labor-academic fences which were severely damaged in the 1960s by the divisive Vietnam War. Meeting sponsors feel that it is important to reestablish the university connection, so that a new generation of students will learn about the labor movement and its importance in American life.

Professor Ontiveros is particularly interested in the energy and attitudes shown by traditional labor under its new leadership. She feels that in order to be a viable force in America's workplace, labor organizations must have a congruence of traditional union workers, women, and people of color. Furthermore, the initial organizing and representation of these new members must be appropriate for the workers' cultural background, and most importantly, that their minority voice be respected and valued by the majority.



Associate Professor of Law **Marci Seville** is Director of the Women's Employment Rights Clinic. In early 1996, Professor Seville testified before the Commission on the Status of Women and the Sexual Harassment Task Force.

She was the only law school professor from northern California asked to testify.

Before coming to Golden Gate Law School, she practiced labor law for ten years as house counsel for the California School Employees Association. She previously worked for the California Department of Industrial Relations and served as counsel to the California Industrial Welfare Commission. Professor Seville helped establish the San Francisco General Hospital Health Clinic.



Associate Professor **David Oppenheimer** brings a long history of personal involvement in civil rights to his class, Employment Discrimination. In 1963, he received a trip to Washington, D.C. as a bar

mitzvah gift. "I was disheartened and disillusioned by the segregation of facilities that existed at that time throughout the nation's capitol, virtually in the shadow of the Lincoln Memorial. When I returned home, I joined the NAACP. I was thirteen years old."

His Employment Discrimination class covers federal and state law against workplace discrimination on the basis of race, sex, national origin, religion, disability, age, and sexual orientation, and laws against sexual harassment. In the fall 1996 semester, the class focused on a complex sexual discrimination case, *Fisher v. Vassar College*, concerning a denial of tenure to a woman biology professor. The students were responsible for drafting a brief, presenting an appellate argument, and preparing a simulated mediation of the issues.

Professor Oppenheimer also teaches Civil Procedure, a course that is a foundation of legal education. In order to make it more understandable to first year students, he presents it in the context of the litigation process with a semester-long simulation, complete with all pleadings, of a sexual harassment case.



Associate Professor of Law **Maria Blanco**, Associate Director of the Women's Employment Rights Clinic, received the La Raza Lawyers Association Award for outstanding service to the community. She has also received

the Mexican American Legal Defense Fund (MALDEF) 1991 Legal Services Award and the NAACP Legal Defense and Educational Fund Award.

Prior to joining the faculty at Golden Gate, Professor Blanco was a civil rights attorney with the public interest law firm of Equal Rights Advocates for seven years. She specialized in gender discrimination law and was responsible for several landmark class action lawsuits, including *Castrejon v. Tortilleria la Mejor*, which established that undocumented workers in the United States were covered by Title VII and federal labor law. She is the chair of the Northern California Coalition for Immigrant Rights and a member of the Federal Magistrate Selection Committee for the Northern District of California.



# Graduates *LABORING* in the Field

*"Workers must organize to protect themselves; otherwise employers may easily revert to old habits, figuring that lawsuits are a cost of doing business. Consumers need to be vigilant and demand that manufacturers and retailers use garment shops that are honest and comply with the law."*

When her foes meet attorney Lora Jo Foo for the first time, they must be disarmed by her quiet manner, wide smile, and lustrous earrings. It is only when she speaks of her labor background and current struggles to correct injustices that her warrior strength becomes apparent.

A 1985 graduate of Golden Gate Law School and labor activist, Foo first encountered sweatshop conditions at the age of eleven when she went to work alongside her mother in the garment industry. For three years, she worked after school, weekends, and holidays, often until 10 o'clock at night. Her second stint in the industry was as a newly politicized ex-San Francisco State student in the early 70s. She returned to a union shop, where she became the shop steward for a group of older, immigrant women who didn't understand their union contract or their rights. Foo points out that in those years the union, the International Ladies Garment Workers' Union, was not interested in accommodating Chinese language workers.

She was also a leader in the local chapter of the Hotel and Restaurant Employees International Union when she worked as a maid at the St. Francis Hotel. She speaks proudly of these jobs and her union activism and claims them as valid credentials when representing workers. It was while she participated in arbitration with the hotel



LORA JO FOO

workers' union that she first became aware of the union lawyers, their jobs, and the power of the law.

After finishing at San Francisco State, graduating from law school, and practicing for five years with the labor law firm of Van Bourg, Weinberg, Roger and Rosenfeld, Foo joined the Asian Law Caucus (the Caucus). The Caucus is a public advocate law firm consisting of five lawyers, three paralegals, and several community workers. Besides Foo's employment/labor justice involvement, the Caucus helps Asians with housing, immigration and naturalization, citizenship and voting, welfare, Social Security, and problems of the elderly or disabled. It is funded by court awarded fees, earned contingency fees, foundation

## JANELLE RETTLER

Janelle Rettler, a 1993 graduate of the Law School, is employed in the Human Resources Department in the San Jose office of UNiSYS Corporation. The headquarters of this Fortune 500 company with 35,000 employees working in 50 states is near Philadelphia, Pennsylvania. The main office drafts corporate employee policy for all of the company's field sites, but it is Rettler's job to analyze the proposed policy, especially wage and hour proposals, in view of California law. She also advises managers about compliance issues, and helps oversee internal investigation of employment problems such as sexual harassment.

Rettler, the only attorney in the department, says that her law education is invaluable giving her a different view of issues, plus the skills to analyze and attack problems, and present solutions to the company. She is enthusiastic about using her legal background to help her employer comply ethically and consistently with the law. One office dynamic that she noted is the respect given to her opinion because of her law degree. "Others may give the same recommendation, but my advice is heeded because of my legal background. I think that company compliance has gone up dramatically since I've been here."

While in law school, Ms. Rettler was Professor Ontiveros' research assistant and prior to taking the UNiSYS position, she was employed at a defense law firm in employment litigation.



grants, and nominal fees based on the client's ability to pay. Conflicting business interests within the community make fundraising for the Caucus's labor justice project particularly difficult.

Foo has been with the Caucus for five years and holds the position of managing attorney. The Caucus has enabled Foo to marshal her unique background, her political idealism and activism, and her advocacy skills in a position to challenge practices of worker exploitation.

Foo's adroitness in the courtroom, based on plain hard work, has won some outstanding victories. In an action using the *qui tam* provisions of the federal False Claims Act, Foo recovered \$370,000 for her four clients and 47 other workers in a \$1.1 million dollar settlement from an Oakland construction company. The company falsely claimed that workers were paid prevailing wages on a contract from the U.S. Department of Housing and Urban Development.

In still another win, Foo was able to penetrate the fiction of an undercapitalized local garment company unable to meet its debts, among them the \$200,000 owed to Foo's clients in back wages. The local company claimed that a Hong Kong corporation was a secured creditor and therefore had first priority on assets. By asking an overseas friend to check on the listed Hong Kong address, Foo found that no one at the address had ever heard of the creditor corporation. With this revelation, Foo convinced the judge that the Hong Kong firm was a fraud. Later with evidence amassed by Foo's thorough discovery, a bankruptcy judge held that another Hong Kong company was the alter-ego of the local company. Its U.S. assets were frozen and a court approved settlement awarded full back wages to the workers.

In spite of the fact that she has been extremely successful in the courtroom arena, Foo feels that the legal system isn't the solution to many worker problems. "Workers must organize to protect themselves; otherwise employers may easily revert to old habits, figuring that lawsuits are a cost of doing business. Consumers need to be vigilant and demand that manufacturers and retailers use garment shops that are honest and comply with the law."

She feels that the public would be outraged if they knew that child labor exists in Los Angeles and that in one southern California sweatshop, authorities found 72 immigrant workers being held in involuntary servitude for periods up to six years. To bring this knowledge to the public, Foo and others have established a national organization with a published newsletter, *Sweatshop Watch*, that

identifies the "bad guys" and documents their violations.

More recently, Foo and the Caucus are reacting to the cuts of federal welfare reform and the emergency situation that they have created for many of the disabled, mentally impaired, and elderly in the Asian community. In order for them to retain Supplemental Security Income (SSI), income necessary for their survival, they must become citizens by September 1997. Many of the affected people are legal aliens and have worked and paid taxes for years in the United States, but now are too disabled, either mentally or physically, to pass the citizenship test. The U.S. Immigration and Naturalization Service (INS) has interim regulations to protect these people, but each INS office interprets and enforces them differently. The Caucus has brought a law suit against the INS to force adoption of final regulations and compliance with the regulations.

In addition to actively serving the community, Foo pursues her personal interest in nature photography: she spent a month last summer in the rough terrain of Utah and New Mexico. She wishes to combine her photography and her interest in creative writing in a book of her photographs and perhaps a book containing stories from her childhood. To restore her strength and spirit, she retires to meditate and write in the serenity of a Tibetan Buddhist retreat house located on the southernmost tip of the big island of Hawaii.

## RICHARD K. GROSBOLL

As an attorney in the firm of Neyhart, Anderson, Reilly and Freitas, **Richard K. Grosboll** is an active practitioner in the field of labor and employee benefits law.

A 1981 graduate of the Law School, Grosboll is an expert in employee health, welfare, and benefit packages, and the Employee Retirement Income Security Act of 1974 (ERISA), a law which governs all employee related health and welfare plans. His firm also represents labor organizations and some individual employees in disputes about pensions and benefits with corporate employers.

Both professionally and personally, Grosboll holds himself to the highest standards of the profession. "My role as a lawyer is to provide the client with the best advice about the existing law and then to provide creative solutions within the law for the client's unique problems and concerns." As Chairman of the Board of Directors of the Northern California Section of the American Civil Liberties Union (the ACLU), he urges lawyers to support their convictions and ideals by being active in broad-based community organizations.

Although extremely busy with his practice and community service, he has still managed to maintain his ties with the Law School. For several years he and two friends from his law student days have sat as a panel for the Golden Gate Appellate Advocacy Program (see announcement in Briefs); besides that he and some law school buddies still shoot "hoops" in games ongoing since 1978.



## *Law Students Put Their SKILLS to Work*

*"Our dream team is  
tops. They have put  
out their best efforts  
for us, keeping us  
informed and  
strategizing."*

Francine Carter speaking  
of the Environmental Law  
and Justice Clinic's work  
in San Francisco's  
Baview/Hunter's Point  
area.

In today's legal market employers are demanding that law students graduate with practical lawyering skills. Golden Gate's legal clinical studies are designed to ensure that students leave school with practical experience and that they have acquired the skills necessary to become effective advocates.

More than half of the students who graduate from Golden Gate have participated in at least one clinic or externship. The on-site clinics operate as a law office within the Law School providing legal assistance to low-income clients who would not otherwise have legal representation. In field clinics or externships, students earn academic credit and work in government agencies, law offices, and judge's chambers. All clinics are supervised by law school professors and give students hands-on learning experience as they (the students) manage their cases from start to finish. A weekly seminar covering substantive law is required for all clinics.

Field placement clinics or externships include the **Civil Practice Clinic**, supervised by Professor **Roger Bernhardt**, Adjunct Professor **Christine Tour-Sarkissian**, and Assistant Dean **Susan Schechter**. Students work as law clerks in firms practicing corporate, commercial, bankruptcy, entertainment, intellectual property or immigration law. Students in the **Environmental Law Clinic** as overseen by Assistant Professor **Clifford Rechtschaffen**, may work for the regional office of the Environmental Protection Agency, in county or state agencies, in private environmental organizations such as the Sierra Club, or in law firms engaged in environmental practice.

Under the supervision of Professor **Marc Stickgold**, students participating in the **Public Interest/Government Counsel Clinic** assist in representing people and groups with legal problems and issues such as AIDS advocacy, juvenile issues, housing, and rights of the disabled and elderly. Placements include the San Francisco Neighborhood Legal Assistance Foundation; the Securities and Exchange Commission; San Francisco City Attorney's Office; National Labor Relations Board/Division of Judges; and California Attorney General's Office/ Department of Health, Education and Welfare.

Additional clinics offering externship credit exist in other areas of the law: the **Family Law Clinic**, supervised by Adjunct Professor **Carole Levine** and Assistant Dean **Susan Schechter**, provides students with exposure to many aspects of family law practice, including marital dissolution, custody, visitation, support, and adoption through placement with family law practitioners. The **Real Estate Clinic**, directed by Professors **Bernhardt** and **Tour-Sarkissian**, involves students in real property development. The mandatory seminar deals with such common areas of real estate practice litigation as residential and commercial lease drafting, loan documents, and construction contracts. Another clinic involving real property rights is the **Landlord-Tenant Law Clinic** overseen by Professor **Myron Moskovitz**.

Another valuable clinic, the **Criminal Litigation Clinic**, offered in conjunction with the Criminal Litigation Seminar and supervised by Professors **Bernard Segal** and **Susan Rutberg**, places students in a variety of local criminal justice agencies where they assist either prosecutors or public defenders in trial and appellate courts. Professor Rutberg also directs the **Homeless Advocacy Project**, a clinic program in which students learn counseling, interviewing, and negotiating skills.

Students selected for the **Judicial Externship Program** work in judge's chambers at all levels of state and federal courts with assignments ranging from family and juvenile law, bankruptcy, law and motion and civil and criminal trials.

And for those tired of traffic and city streets, there is the externship in the Legislative Counsel's Office of the Micronesian country of Palau. This special program requires the extern to make a six month commitment to working with the Legislature and other government officials in this new South Pacific nation. This is the beginning of what is planned to be a developing program throughout the Pacific Rim.

Under the supervision of Professor **Mort Cohen**, students in the **Constitutional Law Clinic: Bio-ethical Issues** work on cases involving the constitutional and health rights of institutionalized persons. Part of the Western Center for Constitutional Rights, the Constitutional Law Clinic has done innovative and successful work on cases involving civil rights and civil liberties.



## NEW DIRECTOR OF OFFICE OF CITIZEN COMPLAINTS

In May 1996, the Police Commission, on the recommendation of San Francisco Mayor Willie Brown, appointed former adjunct professor and longtime friend of Golden Gate Law School, **Mary Dunlap**, Director of the Office of Citizen Complaints (the OCC). This police watchdog agency, created by a charter measure in 1982, investigates allegations of misconduct filed by citizens and refers its findings to the Chief of Police.

Dunlap is a founding member of Equal Rights Advocates, a public interest law firm, and has been involved in a number of high-profile bias cases. After taking a respite from active practice to pursue artistic interests, Dunlap, through her new position, is again promoting the public interest by trying to reach out to more San Francisco citizens reassuring them that their complaints against police misconduct will have swift, just resolution.

In addition, she is organizing the twenty-second Women and the Law Conference, to be held at Golden Gate in the spring of 1998. Prior to that, in fall 1997, a virtual conference will be held on the Internet. The conferences will focus on women's rights law and Dunlap invites all interested people to help plan and participate in a diverse and collaborative agenda. Her own special interests in the conference are immigration law, economic rights, and women's special

responsibilities in the law.

Alumni interested in conference planning, please contact:

22nd National Conference on  
Women and the Law  
399 Joost Ave.  
San Francisco, CA 94131  
phone/ fax: (415) 585-9038

## SCHOLARSHIPS ESTABLISHED

Second year Golden Gate law student Martin S. Cohen died over the Christmas holiday. He was such an enthusiastic supporter of the school that in his will he bequeathed \$15,000 to establish the Martin S. Cohen Scholarship Fund. The gift will be used to enable Jewish students in financial need to further their studies. Contributions may be made to this fund.

The Joseph and Ruth Zukor Endowed Memorial Scholarship has been established by Ruth Zukor in memory of her deceased husband who received his J.D. degree in 1956. Eligible recipients must have demonstrated financial need and good academic standing.

The Linda Caputo Memorial Scholarship was established by the friends, family, law school faculty, and classmates of Linda Caputo, a 1987 graduate. Linda was born with spina bifida, a crippling disease which led to the removal of both of her kidneys.

As a tribute to her courageous spirit, her friends have endowed this scholarship to be awarded each year "to a deserving student at the School of Law who has

had to overcome significant obstacles to obtain a legal education." Additional contributions will be gratefully appreciated.

Kathryn E. Ringgold, class of 1970, established the endowed scholarship in her name in November 1996. The fund will be supplemented by a bequest in her will. She appreciated the opportunity to attend law school as an older adult. She would like her scholarship to be awarded to candidates who have "a demonstrated financial need and solid academic standing with preference given to women or African-American students."

## INTERNATIONAL STUDENT INTERNS AVAILABLE

Some of the international students enrolled in the International Legal Studies LL.M. program are interested in gaining work experience with an American law firm or office, as volunteer interns. Most of the students are law graduates or lawyers studying in the United States with the intention to return to international practice in their home country. Alumni who know of opportunities for these talented visitors are urged to contact Susanne Aronowitz in the Career Services Office at (415) 442-6625

## PUBLIC INTEREST LOAN ASSISTANCE PROGRAM

This loan assistance program helps law school graduates who wish to practice public interest law repay their heavy law school debt. Funding for this program comes from the Public Interest Law Foundation annual faculty and student fund drive, alumni contributions, and from interest earned on an endowment of about \$300,000 established by student fees and matching Law School contributions.

The 1996 grant recipients are Cameron Benson, Karla Harr-Siebenlist, and Katherine Kleigh Hathaway. If you are interested in applying for future grant awards contact Associate Dean Catherine Glaze at (415) 442-6615.

*Continued...*

## NEGOTIATING TO A WIN

The two Golden Gate negotiating teams, coached by Adjunct Professor **Chris Pagano**, reached the finals of the Regional Negotiation Competition sponsored by the American Bar Association (ABA) Law Student Division in San Diego. Placing fourth and first in preliminary rounds, respectively, the first place team placed second in a final round tie-breaker with the defending national champions from Arizona State University School of Law. The Golden Gate team competed in the national finals held at the ABA midyear convention in San Antonio, Texas, in February and placed seventh in the nation.



*HOWARD UNDERWOOD, NANCY SHEPARD  
COMPETING AT THE NATIONAL FINALS*



## PROFESSOR SPEAKS AGAINST CALIFORNIA CIVIL RIGHTS INITIATIVE

Associate Professor **David B. Oppenheimer** was a tireless and outspoken speaker against the California Civil Rights Initiative, Proposition 209 (CCRI). Before the November election, Professor Oppenheimer spoke at more than thirty events in northern California ranging from radio and television appearances to law school and bar association forums.

Following the election and the passage of Proposition 209 (statewide results 55% yes-45% no), Professor Oppenheimer continues to work on a public education campaign. As a member of the Legal Committee of the ACLU, he is involved in the ACLU law suit brought in the federal court against implementation of the CCRI.

Professor Oppenheimer specializes in discrimination law, civil trial law, and

civil rights history. He serves on the board of directors and the Legal Committee of the ACLU of Northern California. He is a director of the American Jewish Congress, Northwest Region, and a member of the San Francisco Lawyers Committee for Civil

## LL.M. CLASSES IN TAXATION HELD IN SAN FRANCISCO AND LOS ANGELES

LL.M. classes in taxation are offered both in San Francisco and Los Angeles. Classes begin May 12 and continue through August 22.

For information, contact:

LL.M. Tax Program  
San Francisco: phone (415) 442-6605;  
fax (415) 442-6609;  
e-mail [llmsf@ggu.edu](mailto:llmsf@ggu.edu)  
Los Angeles: phone (213) 489-0969;  
fax (213) 623-8270;  
e-mail [llmla@ggu.edu](mailto:llmla@ggu.edu)

Rights. He has published eleven law review articles in the field of discrimination law.

## WOULD YOU LIKE TO BE A JUDGE?

The Law School is looking for lawyers, especially Golden Gate alumni, to serve as moot court judges for the student Appellate Advocacy Program. Judges sitting in three person panels hear, evaluate, and give feedback on the students' oral arguments. Participating judges receive a comprehensive bench memo on the legal issue before them, sample questions, and robes. Each argument lasts one half-hour with a half-hour for feedback and commentary by the panel. If you are interested in honing your judicial skills, contact Barbara Anscher for the spring 1997 program at (415) 442-6612.

## ENVIRONMENTAL LAW SUMMER PROGRAM AT GOLDEN GATE: CLASSES FOR ATTORNEYS



The Environmental Law Program, to be held from June 2 to 14 and from June 16 to 28, and directed by Associate Professor Cliff Rechtschaffen,

offers MCLE credit for specialized courses in the Superfund, Federal Wildlife and Endangered Species Law, and Environment and Land Use Implications of Real Estate Transactions. Summer faculty includes Professor Susan Smith of Willamette College of Law; David Hoskins, counsel to the Senate Committee on the Environment & Public Works; and Robert Merritt, one of California's foremost authorities on land use practice.



The Environmental Law and Justice Clinic under the supervision of Associate Professors Alan Ramo and Anne Eng will be held from June 2 through July 29. Students in this in-house clinic represent lower-income communities, public interest environmental organizations, and neighborhood groups on environmental and civil rights matters.

For further information, contact:  
Environmental Law Summer Program  
phone (415) 442-6674;  
fax (415) 442-6609;  
e-mail [envirolaw@ggu.edu](mailto:envirolaw@ggu.edu).



# Alumni SERVICES

## NEW DIRECTOR OF LAW SCHOOL ALUMNI SERVICES



Debra Holcomb has recently joined the staff of the Law School as the Law Alumni Relations Coordinator. Holcomb will concentrate on increasing communication and contact with graduates and will coordinate alumni programs in career services, reunion activities, and new student recruitment.

Holcomb graduated from the University of Connecticut with a B.A. in English and from Plymouth State College, New Hampshire with a Masters in Educational Administration. At Wake Forest University in North Carolina, she served as Associate Director of the University Center where she was an advisor of student activities and a planner of special events.

If you are interested in planning a reunion or have ideas and suggestions for new law alumni programs or wish to volunteer with alumni projects, please contact Debra Holcomb by phone at (415) 442-6625; by fax at (415) 543-6680; or through e-mail at [dholcomb@ggu.edu](mailto:dholcomb@ggu.edu).

## MAKING A DIFFERENCE

Have you ever wondered how people are chosen to join the boards of nonprofit organizations? If you live in the San Francisco area, board Match Plus can help you become a board candidate. This project of the Volunteer Center of San Francisco and the Support Center for Nonprofit Management provides a way for people to contribute their experience and leadership to organizations that meet a wide variety of community needs.

Board Match Plus recruits, trains, and

### SUPPORT CENTER FOR NONPROFIT MANAGEMENT

matches qualified individuals with nonprofit organizations seeking new board members. The program was developed to help the nonprofit sector diversify its leadership and broaden its connections beyond the "circle of friends" from whom board members are often recruited.

## LOOKING FOR A NEW JOB?



Check out the services offered by the Golden Gate Law School Graduate Career Services Office. For \$15 for a six month period you can take advantage of many services that they offer:

employment counseling sessions (scheduled by appointment); interactive job search workshops held the second Thursday of each month; the Graduate Job Bulletin (job listings) published twice a month; current listings posted on e-mail twice a week; and the resources of the office that include numerous bulletins and access to Lexis and WestLaw. All for fifteen dollars! The office is located at 562 Mission, Suite 303, San Francisco 94105; (415) 442-6625; Fax: (415) 543-6680.

## LAW SCHOOL ALUMS MEET IN LONG BEACH

Susan Schechter and David Oppenheimer were the faculty representatives at the reception held for Golden Gate alumni at the October 1996 California State Bar meeting held in Long Beach. The approximately fifty alumni who attended included Noemi Azoubel, Barbara Finkel, Martin Hochman, Beverly Hoey, Terry Koch, Tracey Mlodozeniec, and Ubiwe K. Eriye. Because of a prior commitment, Dean Pagano was unable to attend; he promises to be there next year.



ALUM NOEMI AZOUBEL WITH ASSOCIATE PROFESSOR DAVID OPPENHEIMER

ALUMNI AND FACULTY MEET AT THE 1996 CALIFORNIA STATE BAR CONFERENCE IN LONG BEACH.



## FACULTY Notes

*"One of the things a good lawyer tries to do is to put herself in the shoes of the client."*

Susan Rutberg, commenting on her empathetic and successful defense of civil rights activist lawyer, Stephen Bingham.

*The Recorder*  
March 6, 1997.

Professor **Lani Bader** serves as chair of the Training Committee of the American Bar Association Section on Dispute Resolution.

The director of the law library at Golden Gate is both active and honored in his profession. Associate Professor **Brent Bernau**, the Director of the Law Library since 1992 and Associate Professor teaching Advanced Legal Research, is the Chair of the Institute Committee and Vice President/President Elect of the Northern California Association of Law Libraries; the coordinator of the Council of Law Library Consortia; and a member of the Advisory Council, Law Library Microforms Consortium of the American Association of Law Libraries.

Professor **Roger Bernhardt** is the chair of the American Bar Association Curriculum Subcommittee of the Legal Education Committee of the Section on Real Property, Probate and Trust Law.

For the ninth time Professor **Bob Calhoun** has been elected outstanding professor by the students of the Law School.

The Urban Habitat Program awarded a 1996 Flatlands Multicultural Environmental Leadership Award to Associate Professor **Anne Eng**, for "legal and organizing support to community groups and service on the Commission on San Francisco's Environment." In October 1996, Mayor Willie Brown appointed Eng a Commissioner of the Department of the Environment. This agency is charged with assessing San Francisco's environmental condition and planning for long-term environmental sustainability.

In October 1996, Professor **Joan Howarth** was a group leader at the first Association of American Law Schools Conference on Sexual Orientation and Law Schools, held in Washington, D.C. She also presented a paper, "Representing Black Male Innocence," at a symposium entitled *Penalties, Prohibitions, Punishment: Who Can Get Justice in the United States?* held at the University of Iowa College of Law. The paper will be published in the inaugural issue of the *Iowa Journal of Gender, Race, and Justice*.

Associate Professor **Susan Kupfer** presented her paper on ethical justification at the Australasian Professional Legal Education Council in Sydney, Australia, in September 1996.

Associate Professor **Cliff Rechtschaffen** was appointed to the Executive Committee of the State Bar Environmental Section for a three year term. He has also been invited to speak on ethics in environmental law negotiations.

Associate Professor **Susan Rutberg** published two articles: "Impeachment: The Law and the Art," *California Defenders, Winter 1996-97*; and "Teaching in a Changing Profession," *Women Defenders, Fall-Winter 1996*. She also presented her paper "Evidence That You Won't Forget" at the Los Angeles Public Defenders Workshop, held in Pasadena in November 1996. She is currently co-chair of the Women Defenders, an organization of Bay Area women defense attorneys.

Professor **Bernie Segal** has been appointed to the Steering Committee of the Association of Trial Lawyers of America (ATLA) National Student Trial Competition by the President of the ATLA. In addition he was reappointed to the National Advisory Board of the American Bar Association Criminal Justice Section Trial Competition.

During October 1996, Assistant Dean for Career and Alumni Services **Susan Schechter** moderated a panel, "Unbundling of Legal Services/Moderate Income Delivery," at the California State Bar Conference held in Long Beach, and participated in workshops held in Washington, D.C. and New Orleans.

### IN MEMORIAM • MELISSA TOBEN, '82

Golden Gate Law School, as well as the San Francisco legal community, was saddened to hear of the death of **Melissa Toben** on July 14, 1996. Ms. Toben was a 1982 graduate of the Golden Gate Law School and practiced family law. In 1992 she was named a family law commissioner hearing family support issues. Two years later, she became a general family law commissioner handling all aspects of family law. Ms. Toben taught at the University of San Francisco. She had a reputation for being bright and hardworking, balancing compassion with perspective.



# CLASS Notes

Please send us your news for "Class Notes."  
Mail or fax the form on the inside back cover.

## CLASS OF 1971

Roger Hall was named 1996 Alumnus of the Year by the University of La Verne. He practices law in Anchorage, Alaska, with emphasis on commercial litigation, construction law, personal injury, and mediation services.

## CLASS OF 1973

David W. Brennan, working with the government of Belize, Central America, organized a group of teachers and environmental professionals to implement an environmental education program at all school levels. As a trustee and director of the San Diego Museum of Man, he is engaged in a scientific and environmental project, Fundacion Scientifica San Francisco, in Loja, Ecuador, that concerns the Convention on Biodiversity, traditional resource rights, and related international issues.

## CLASS OF 1974

Neil Franklin and his wife spent four months during 1993 and 1994 in Malawi consulting on the establishment of a Human Rights Law Center, and in South Africa as a consultant for the Ford Foundation, working on clinical legal education. In 1995, he was appointed Associate Dean of the University of Idaho College of Law.

## CLASS OF 1976

Daryl Y. Dobashi, a sole practitioner on the island of Kauai, Hawaii, was elected to the Board of Directors of the Hawaii State Bar Association.

Terry J. Helbush was awarded the Phillip Burton Immigration and Civil Rights Award by the Immigrant Legal Resource Center for her exemplary *pro bono* work and commitment to immigrants' rights. She is a partner in the firm of Simmons, Ungar, Helbush, Steinberg & Bright.

## CLASS OF 1977

Henry Domzalski is the Senior Legal Officer for the Bureau for Asia and Oceania of the United Nations High Commission for Refugees, located in Geneva, Switzerland. He is the proud father of a baby girl born in January 1996.

Lynda Moerschbaeher heads the northern California office of the Los Angeles firm of Freeman, Freeman and Smiley. As an estate planning attorney, she focuses on giving nation-

wide seminars, developing software and publications for planned giving, producing a newsletter, and consulting with institutions such as the University of California system.

## CLASS OF 1978

Rosario Bacon Billingsley is the author of the book *He's Not the Right One: Divorce and Dating Thereafter*. She is a certified specialist in family law and is in private practice in San Francisco.

## CLASS OF 1979

Gordon D. Brown is practicing law in Oakland, California, specializing in criminal defense and personal injury.

Beverly M. Hoey, after serving as an officer on the Board of Directors of the Eastern Alameda County Bar Association for several years, was elected president of the Association. She is also an officer on the Board of Directors of the Tri-Valley Estate and Business Planning Council and the Keystone Learning Center for the Severely Disabled. She maintains a solo practice specializing in real property transactions and estate planning.

Susan Jeffries was elected president of the Greater Alameda Business Association in June 1996. Prior to opening Jefferies and Associates in 1990, she had been a tax attorney with Chevron for over eight years.

Michael A. Rosas was promoted in 1995 to Deputy Bureau Chief of the Claims Bureau of the Attorney General's Office of New York. The Bureau defends all tort and contract claims against the state.

## CLASS OF 1980

Robert L. Edwards is serving with the United Nations International Police Task Force, established by the Dayton Peace Accord, in Bosnia until May 1997. Working in the town of Kiseljak, located 25 km. northwest of Sarajevo, he is monitoring and training the police and observing the court system.

## CLASS OF 1982

Ronald G. Bachrach as co-author of the book, *Smart Assets*, appeared on CNBC and was quoted in an article on estate planning that appeared in *The Atlanta Constitution Journal*.

Colleen Casey was appointed a commissioner on the Workers' Compensation Appeals Board in 1995. Prior to this appointment, she practiced in her own firm, focusing on estate and tax planning for individuals, executive compen-

sation, retirement plans, and employee benefits. In 1996 she was elected chair of the Taxation Section of the San Francisco Bar Association.

Dorothy Dana was elected to a second two-year term on the executive board of the National Association of Public Pension Attorneys in June 1996. The six member governing body represents the Association's 250 members throughout the United States. She is employed by the University Counsel of the University of California Statewide Benefits Office located in Oakland, California.

Peter Sproul became a partner in the Walnut Creek, California, firm of Shapiro, Mittleman & Buchman. He has been associated with the firm since 1992.

Sherry A. Thompson and her father joined in a law practice in Apple Valley, California, after she graduated. Today she is the sole owner and president of the firm with a staff of ten attorneys and a total staff of over thirty-five. She is certified in family law.

## CLASS OF 1983

Jeffrey Kirk has become a partner, specializing in commercial litigation and creditors' rights, in the San Francisco firm of Tierney, Walden & Watson. He had previously been with Tarkington, O'Connor & O'Neill.

## CLASS OF 1984

Seth Flagsberg is a deputy public defender in the Santa Clara County Public Defender's Office.

Sarah E. MacMurrough is a litigation attorney with the State Compensation Insurance Fund in Riverside, California. She is married to Workers' Compensation Judge Thomas Toohey.

Susan Rabin, an entertainment lawyer in Mill Valley, California, is also an entertainer, singing in Mill Valley night spots and at Briefs, the annual fund raiser for Legal Assistance to the Elderly. She specializes in copyright and trademark issues as they relate to artists and teaches a course in entertainment law at Monterey College of Law.

## CLASS OF 1985

Delphine Adams, formerly a Bronson, Bronson & McKinnon partner and a litigator in real estate, construction, and commercial law, has opened a solo mediation practice in Santa Rosa, California. She is a certified mediator.



**Debra Marie Duncanson** is a litigator for Pacific Telesis. She handles the defense of workers' compensation and subrogation cases for Pacific Telesis and Pacific Bell. She is also an advisor to her family's international software company, No Magic, Inc., as well as being an advocate for the rights of single parents.

**Julia C. Sherman MacDermott** has accepted a position as litigation counsel for American Express Travel Related Services Co., Inc., American Express Bank, and American Express Company in the general counsel's office in New York.

#### CLASS OF 1986

**Bill Hirsh** was appointed the executive director of the San Francisco Mental Health Association in May 1996.

**Mitchell Shapson** has announced the opening of his law offices in San Rafael and San Francisco. He will continue to practice personal injury, professional malpractice, and general civil litigation on behalf of plaintiffs.

#### CLASS OF 1987

**Elizabeth M. Warf** has recently married, changing her name to Elizabeth Gress. She is deputy legislative counsel for the Legislative Counsel Bureau, in Sacramento, California.

**Ellyn Moscovitz** has accepted a position as an associate professor of law at Chapman University School of Law in Anaheim, California. Her book, entitled *Lawyering Skills*, was published in late 1996.

#### CLASS OF 1989

**Kathleen Wyatt Elkins** is working at the Legal Action Center in Seattle, Washington. The Center's mission is to prevent homelessness by helping low-income people defend against unreasonable actions by landlords and creditors. She and her husband are renovating a 1909 Cape Cod style house in Seattle.

**Athena V. Mishtowt** has been certified as a family law specialist.

#### CLASS OF 1991

**Tammy Albertsen-Murray** is practicing with the San Francisco firm of Lillick and Charles as an associate in the insurance coverage litigation area. Her former position was associate with Ropers, Majeski, Kohn and Bentley, in Redwood City, California.

**Lenore C. DeFiesta** is associated with Birnberg & Associates in San Francisco. The firm specializes in business litigation, maritime law, employment law, and complex personal injury.

#### CLASS OF 1992

**Julia M. Arno** has become an associate in the Santa Rosa, California, office of Margaret L.

Anderson. The firm specializes in family law.

**Matthew Cargal**, a trial attorney in the Los Angeles office of Myles L. Berman, focuses on driving under the influence (DUI) defense. He and his wife, Anne, proudly announce the birth of their first child, Alexander, in June 1996.

**Trelawney James-Riechert** has become an associate in the insurance coverage litigation practice of Lillick and Charles, San Francisco. Prior to this, she was associated with the Oakland firm of Larson and Burnham.

**Karla Marr**, living in Washington, D.C. after being a Peace Corps volunteer in Guatemala, is now working as a staff attorney in the areas of immigration and human rights at Catholic Charities.

**Jamie P. Roberson** has joined the San Francisco office of Webman & Reiner where she continues to defend employers and carriers in workers' compensation and discrimination cases.

**Diana M. Shera Taylor**, appointed to the Columbia City, Oregon, Municipal Court Bench in June 1996, hears infraction and misdemeanor cases and is presently the only woman judge in Columbia County.

**Lissa L. Rapoport-Ziegler**, with a background in family law and civil litigation, has become associated with the firm of Margaret L. Anderson in Santa Rosa, California.

#### CLASS OF 1993

**Gregory Bambo** announces the first anniversary of his law practice in general civil litigation with an emphasis on real property litigation.

**Darrin T. Mish** opened a law practice in January 1996 that focuses on criminal law, immigration, and personal injury.

**Mary C. Rupp** has had her own law practice in San Francisco since 1994. She practices general civil matters with an emphasis on family law and personal injury.

**Robert Teffeteller**, an assistant vice president of the Commercial Bank of San Francisco, manages its Small Business Administration loan portfolio.

**Michael Weiss** has been appointed to the board of Bay Area Lawyers for Individual Freedom. He is the Board Advisor to Law Schools, an advisory and mentor program for law students.

#### CLASS OF 1994

**Karen Beecher** defends felony cases as a Deputy Public Defender in Merced County, California.

**Brooke Oliver**, practicing in San Francisco, represents muralists and other artists in copyright and licensing matters as well as advising businesses in entity formation and trademark applications.

**Rebecca Weisman**, an associate in the firm of McLemore, Collins and Toschi, acting as co-counsel in respondent's case, won a Ninth Circuit Court of Appeals decision against Kaiser Foundation Health Plan. The case, *County of Contra County et al v. Kaiser Foundation Health Plan*, holds that an agreement to arbitrate between a plaintiff-patient and a defendant-health care provider does not bind a cross-complainant who was not a party to the agreement and who now seeks equitable indemnity from the health care provider.

#### CLASS OF 1995

**Kleigh Hathaway** has accepted an associate position with the criminal defense firm of Coffin & Love in San Francisco.

**Alex D'Italia** has joined Habitat for Humanity as a project developer.

**Jason Kuhns**, after receiving his LL.M. in taxation from NYU, has associated with the San Francisco firm of Jackson, Tufts, Cole & Black.

**Judy Lee** has accepted a position with the San Francisco District Attorney's Office.

**Grace Munoz** was honored as the Bar Association of San Francisco Volunteer of the Month for April 1996 for her advocacy on behalf of disabled children. She recently moved to Philadelphia to work for a civil rights firm.

**John S. Polgrean** has joined the Sacramento firm of Johnson, Fort, Meissner & Joseph as an associate practicing in the areas of estate planning, tax planning, general business law, and probate/trust administration. He received his LL.M. in taxation from Golden Gate Law School.

#### CLASS OF 1996

**Cameron Benson**, a graduate of the environmental law program and a former extern for Judge Henderson, has joined the Environmental Defense Center in Santa Barbara.

**Claudia Gurevich** joined the law office of Golden Gate graduate, Brooke Oliver. (See Class of 1994 notes.)

**Lance Johnson**, currently enrolled in the Golden Gate LL.M. Tax Program, has accepted a position with Deloitte & Touche in Los Angeles.

**Deborah Leon** has accepted a postgraduate clerkship in the Berkeley City Attorney's Office.

**Karen Milligan** has become an associate with the firm of Goldberg, Stinnett, Meyers & Davis in San Francisco.

**Gary Sheth**, recipient of the Class of 1996 Environmental Law Award and a student in the Environmental Law and Justice Clinic, has been hired by the regional office of the Environmental Protection Agency. His work will concentrate on the Superfund and the Clean Water Act.



## CLASS NOTES AND ADDRESS CONFIRMATION

Today's Date \_\_\_\_\_

## WE NEED YOUR HELP!

Please let us know when you have moved so that we will have your current address.

If you have news for *Class Action*, we would like to hear from you.

Please mail this form to:

### Class Action

Golden Gate University

School of Law

536 Mission Street

San Francisco, CA 94105-2968

or FAX it to: (415) 442-6609

Name \_\_\_\_\_ Class Year \_\_\_\_\_

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City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Home Phone (\_\_\_\_) \_\_\_\_\_ Business Phone (\_\_\_\_) \_\_\_\_\_

Firm/Organization \_\_\_\_\_

Position \_\_\_\_\_

Business Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

New Home Address? ☐ Yes ☐ No    New Business Address? ☐ Yes ☐ No

My preferred mailing address is: ☐ Home ☐ Business

### News for "Class Notes" in *Class Action*:

This image shows a single sheet of white paper with horizontal blue or grey ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

*Attach separate sheet if needed.*



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### INTERNATIONAL LAW SUMMER STUDY ABROAD

If you are interested in international law then perhaps the Law Schools Summer Study Abroad Program should be in your plans.

In Bangkok, from May 30 to July 15, you can learn about the legal systems of the Pacific Rim countries at the most prestigious law school in Thailand, Chulalongkorn University. Among the courses offered will be Comparative Intellectual Property, International Contracts, and International Environmental Law.

From May 26 to June 20, the University of Malta at Valletta/Msida, Malta, in conjunction with Golden Gate Law School and South Texas College of Law, will present courses in international and maritime law.

A new program featuring Public International Law, International Environmental Law, and Comparative Criminal Law and Procedure will be held from June 23 to July 18, at the University of Marmara in Istanbul, Turkey. The program is sponsored by Golden Gate Law School and the South Texas College of Law and directed by Golden Gate Professor Robert Calhoun and University of Ankara Professor Hilal Elver. Professor Calhoun served in the Peace Corps in Turkey.

These classes give credit toward the J.D. and the LL.M. in International Legal Studies.

Inquiries about the programs should be directed to:

1997 Summer Law Study Abroad Program

phone: (415) 442-6630

fax: (415) 442-6609

e-mail: lawadmit@ggu.edu

